



DEPARTMENT OF THE ARMY  
OFFICE OF THE DEPUTY CHIEF OF STAFF G-1  
300 ARMY PENTAGON  
WASHINGTON DC 20310-0300



REPLY TO  
ATTENTION OF

DAPE-HRP

MEMORANDUM FOR MS. JEANNIE A. DAVIS, ASSISTANT DEPUTY CHIEF OF  
STAFF, G-1 (CIVILIAN PERSONNEL)

SUBJECT: Request for Waiver to the Provisions of AR 600-63, Army Health Promotion

1. Your 14 May 2004 request for waiver of those provisions of AR 600-63, Army Health Promotion, that limit the participation of civilian employees in an on-duty fitness program to one occurrence, is hereby approved for a period ending 15 August 2004.
2. This waiver gives commanders and activity directors within USAREUR discretion to grant employees who otherwise are no longer eligible for administrative leave under AR 600-63, paragraph 2-3b, up to 3 hours of administrative leave per week, until 15 August 2004, for participation in command-sponsored physical exercise training, monitoring and/or education. These activities must be an integral part of a total fitness program.
3. Section 6101 of Title 5, United States Code, establishes a 40-hour workweek for federal employees, and agency officials have only limited authority to grant brief, infrequent excused absences. The provisions of AR 600-63 limiting excused absences for participation in physical fitness programs are based on behavioral research suggesting that one six-month period is sufficient to enable employees to develop the habit of regular exercise. Thereafter, employees are generally expected to perform physical fitness training on non-duty time. We grant this exception due to the unusual circumstances involved, but commanders and directors exercising discretion pursuant to this waiver must first determine that participation in the activity will likely benefit the organization and that the employee's absence will not interfere with the timely and effective performance of agency operations.
4. The G-1 point of contact is COL Leana Fox-Johnson, DAPE-HRP, 703-696-5134, 426-5134 (dsn), 703-692-4093 (fax), email: leana.fox-johnson@hqda.army.mil.

MICHAEL C. FLOWERS  
Colonel (P), GS  
Director, Human Resources  
Policy Directorate